CCC

Canadian Commercial Corporation
Corporation Commerciale Canadienne

Canadian Commercial Corporation

Presentation at DAU

April 14, 2009

Robert Ryan, Vice-President

The Office

Demographics

- 109 Employees
  - College level-25%
  - Undergrad-51%
  - Post-Grad-24%
  - Professional designations-21%
- 80% bilingual
- 15% imminent retirement- this number is low because everyone has departed

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The Process

- Contract Administration (1-24 months)
- Junior contract manager (24-44 months)
- Contract managers (44+ months)
- Provide experience, supervision and support to allow teams to develop and depart
- Other Government departments are the biggest recruiters.

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Some solutions - internal

- 11 statutory holidays
- 3 weeks holiday at start with 6 weeks at 26 years
- 5 days family leave
- 1 volunteer day
- 1 personal day
- Salary range $45K to start up to $114K

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Some solutions - external

"Find someone with a bigger problem than you", and then

- Develop a "suitable solution"

For example:

"What do they need?

✓ A competitively arrived at solution

"What they don't want"

☒ To run a competition

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Northern Europe

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Case Study

- Norway
  - C130’s and P’3s
- Denmark
  - Maritime Helicopter

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Questions?

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